No FEAR Act FY23 Q1 Report

*OEEO transitioned to a new digital case management system in FY22 Q4 which displays greater granularity in reporting case information consistent with other annual EEOC reporting requirements. The difference in reporting will show organizational behaviors instead of individual filers in the areas of Comparative Data Complaints by Basis and Complaints by Issues.

Comparative Data						
Complaint Activity	2018	2019	2020	2021	2022	1st Qtr FY23
Number of Complaints Filed	39	25	31	48	102	19
Number of Complainants	39	24	31	47	100	19
Repeat Filers	0	1	0	1	2	0

Comparative Data						
Complaints by Basis Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	1st Qtr FY23
Race	8	4	8	20	27	9
Color	4	0	5	4	11	9
Religion	1	0	1	3	117	2
Reprisal	24	16	21	22	82	23
Sex	20	9	15	18	37	28
Pregnancy Discrimination Act	0	0	0	2	4	0
National Origin	4	4	2	5	19	4
Equal Pay Act	0	0	0	0	1	1
Age	8	7	6	7	14	12
Disability	12	13	8	7	187	16
Genetic Information Non-Disclosure	0	0	2	0	0	1
Non-EEO	1	0	1	0	0	0

Comparative Data		Previo	us Fiscal Ye	ar Data			
Complaints by Issue Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2018	2019	2020	2021	2022	1st Qtr FY23	
Appointment/Hire	6	2	1	1	10	0	
Assignment of Duties	9	9	13	8	18	14	
Awards	2	3	0	3	0	2	
Conversion to Full-time	0	0	0	0	0	0	
Disciplinary Action							
Demotion	0	0	0	0	0	0	
Reprimand	2	5	2	1	8	6	
Removal	0	4	5	2	11	0	
Suspension	0	0	1	0	3	0	
Letter of Warning	2	1	1	5	5	0	
Other	0	0	0	0	0	0	
Duty Hours	0	2	2	0	3	0	
Evaluation Appraisal	11	17	17	8	16	5	
Examination/Test	0	0	0	0	0	0	
Harassment							
Non-Sexual	21	15	18	20	174	32	
Sexual	0	0	6	2	1	4	
Medical Examination	0	4	2	0	0	0	
Pay (Including Overtime)	0	1	1	2	0	1	
Promotion/Non-Selection	12	11	5	13	17	14	

Reassignment						
Denied	4	5	7	5	5	1
Directed	3	4	2	0	11	1
Reasonable Accommodation	4	1	5	1	13	3
Reinstatement	0	0	0	0	1	0
Religious Accommodation	0	0	0	0	56	0
Retirement	0	1	0	1	0	5
Sex-StereoTyping	0	0	1	0	0	0
Telework	0	0	0	0	0	0
Termination	3	3	2	4	8	5
Terms/Conditions of Employment	20	13	5	10	104	9
Time and Attendance	3	4	0	4	12	2
Training	3	1	7	2	23	0
Other	0	0	13	0	0	1

Comparative Data		Previo	us Fiscal Ye	ar Data]
Processing Time	2018	2019	2020	2021	2022	1st Qtr FY23
Complaints pending during fiscal year						
Average number of days in investigation stage	615	436	390	343	255	219
Average number of days in final action stage	58	57	71	80	50	50
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	609	397	373	370	277	215
Average number of days in final action stage	40	0	0	0	0	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	661	508	312	311	228	250
Average number of days in final action stage	61	58.5	90	85	59	0

Comparative Data		Previous Fiscal Year Data							
Complaints Dismissed by Agency	2018	2019	2020	2021	2022	1st Qtr FY23			
Total Complaints Dismissed by Agency	6	3	6	11	5	1			
Average days pending prior to dismissal	159	35	66	49	22	29			
Complaints Withdrawn by Complainants									
Total Complaints Withdrawn by Complainants	3	2	5	1	5	0			

Comparative Data		Previo	us Fiscal Ye	ar Data]
Pending Complaints Filed in Previous Fiscal Years by Status	2018	2019	2020	2021	2022	1st Qtr FY23
Total complaints from previous Fiscal Years	46	48	41	56	54	86
Total Complainants (1st Qtr FY23 total includes cases currently in abeyance)	44	47	40	54	46	125
Number complaints pending						
Investigation	7	2	4	0	5	24
ROI Issued, Pending Complainants Action	1	1	0	0	1	2
Hearing	30	36	34	49	30	37
Final Action	1	6	1	9	4	2
Appeal with EEOC Office of Federal Operations	7	3	2	3	14	21

Comparative Data						
Complaint Investigations	2018	2019	2020	2021	2022	1st Qtr FY23
Pending Complaints Where Investigations Exceeds Required Time Frames	14	31	34	21	22	1

Comparative Data		Previous Fiscal Year Data										
Total Final Actions Finding Discrimination	2018#	2018%	2019#	2019%	2020#	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %
Total Number Findings	0		1		1		2		1		1	
Without Hearing	0	0	0	0	1	100%	2	100%	1	100%	1	100%
With Hearing	0	0	1	100%	0	0	0	0	0	0	0	0

Comparative Data					Previou	ıs Fiscal Year Dat	<u></u>					
Findings of Discrimination Rendered by Basis												
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal	2018 #	2018 %	2019 #	2019%	2020#	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %
total complaints filed.												
Total Number Findings									-			
Race	0		0	0	0	-	0	0	0	,	0	0
Color	0	-	0	0	0		0	0	0	0	0	0
Religion	0	0	0	0	0	Ū	0	0	C	0	0	0
Reprisal	0	0	1	100%	0	0	1	100%	1	. 100%	0	0
Sex	C		1	100%	0	-	0	0	0	0	0	0
Pregnancy Discrimination Act	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	1	100%	1	100%	1	100%	0	0	1	100%
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing												
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	7	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100%	0	0	0	0	0	0	0	0
Sex	0	0	1	100%	0	0	0	0	0	0	0	0
Pregnancy Discrimination Act	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	C	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	C	0	0	0
Disability	0	0	1	100%	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	C	0	0	0	0	0	0	0	O	0	0	0
Findings Without Hearing												
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	100%	1	. 100%	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
Pregnancy Discrimination Act	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	C	0	0	0	0	0	0	0	O	0	0	0
Disability	0	0	0	0	1	100%	1	100%	0	0	1	100%
Genetic Information	C	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
												•

Comparative Data	Previous Fiscal Year Data											
Findings of Discrimination Rendered by Issue	2018 #	2018 %	2019 #	2019 %	2020 #	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %
Total Number Findings	2010 #	2010 70	2019 "	2025 70	2020 #	2020 70	2021 "	2022 /0	2022 "	2022 70	2025 "	2025 //0
Appointment/Hire		0	0	0	0	0	0	0		0	0	0
Assignment of Duties	0	0	0	ů Ú	0	0	0	0	1	. 100%	0	0
Awards	0			0	0		-	0		0	0	0
Conversion to Full-time	0			0	0	0	0	0		0	0	0
Disciplinary Action		Ü	ű	Ü		Ů	Ü	ů			ő	Ü
Demotion	0	0	0	0	0	0	0	0		0	0	0
Reprimand	0		0	0	0		_	0	0	0	0	0
Suspension	0		0	Ů	0	-				0	0	0
Removal	0	_	0	0	0	0	0	0	0	0	0	0
Disciplinary Warning	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0		0	0	•	•	0	0	0	0	0
Evaluation/Appraisal	0			0	0		0	0	0	0	0	
Examination/Test	0	_	0	0	0		0	0	0	0	0	0
Harassment			Ů	Ü			Ů					, and the second
Non-Sexual	C	0	1	100%	0	0	1	100%	1	. 100%	1	100%
Sexual	0		0	0	0				0	0	0	
Medical Examination	0		0	0	0	0	0	0		0	0	0
Pay (Including Overtime)	0		0	0	0	0	1	1	C	0	0	0
Promotion/Non-Selection	C	0		0	0	0	0	0	C	0	0	0
Reassignment		-										
Denied	C	0	0	0	0	0	0	0	C	0	0	0
Directed	0		0	0	0	0	0	0	C	0	0	0
Reasonable Accommodation Disability	C	0	0	0	1	100%	0	0	C	0	1	100%
Reinstatement	C	0	0	0	0		0	0	C	0	0	0
Religious Accommodation	C	0	0	0	0	0	0	0	C	0	0	0
Retirement	0	0	0	0	0	0	0	0	C	0	0	0
Sex-Stereotyping	C	0	0	0	0	0	0	0	C	0	0	0
Telework	0	0	0	0	0	0	0	0	C	0	0	0
Termination	0	0	1	100%	0	0	0	0	C	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	1	C	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	C	0	0	0
Training	0	0	0	0	0	0	0	0	C	0	0	0
Other	0	0	0	0	0	0	0	0	C	0	0	0
Findings After Hearing												
Appointment/Hire	0	0	0	0	0	0	0	0	C	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	C	0	0	0
Awards	C	0	0	0	0	0	0	0	C	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	C	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	C	0	0	0
Reprimand	0	0	0	0	0	0	0	0	C	0	0	0
Suspension	0	0	0	0	0	0	0	0	C	0	0	0
Removal	0	0	0	0	0	0	0	0	C	0	0	0
Disciplinary Warning	0	0	0	0	0	0	0	0	C	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	C	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0	0	0	C	0	0	0
Examination/Test	O	0	0	0	0	0	0	0	C	0	0	0
Harassment												
Non-Sexual	0	0	1	100%	0	0	0	0	C	0	0	0
Sexual	0	0	0	0	0	0	0	0	C	0	0	0

Medical Examination	0 (1 0	1 0	0	0	0	0	0	0	0
Pay (Including Overtime)	0 () 0	0				0	0	0	0	0
	0 (, and the second	,		0	0	0	0	0
Reassignment				Ů	Ŭ	Ü		Ĭ	Ů	Ü	0
	0 () 0	0	0	0	0	0	0	0	0
Directed	0 () 0) 0		· · · · · · · · · · · · · · · · · · ·		0	0	0	0	0
Reasonable Accommodation	0 () 0) 0	, ,	Ü		0	0	0	0	0
Reinstatement	0 (<u> </u>				0	0	0	0	0
Religious Accommodation	0 () 0) 0				0	0	0	0	0
Retirement	0 () 0	0	0	0		0	0	0	0	0
Sex-Stereotyping	0 (0	0			0	0	0	0	0
Telework	0 0		0	Ŭ			0	0	0	0	0
	0 (1	. 100%	0			0	0	0	0	0
Terms/Conditions of Employment	0 0		100-70	0			0	0	0	0	0
	0 () 0		0		0	0	0	0	0
Training	0 (`				0	0	0	0	0
	0 (, U				0	0	0	0	0
Other Findings Without Hearing	(0	1	0	U	U	U	1	0	U	U
Appointment/Hire	0 /			0	0	0	0	0	0	0	0
	0 () 0	0	ŭ		0	0	0	0	0
Assignment of Duties Awards	0 () 0	ŭ	Ŭ		0	0	0	0	0
	0 (0				0	0	0	0	0
Conversion to Full-time Disciplinary Action	0	0	0	0	Ü	0	0	0	0	0	0
	0 (0	0	0	0	0	0	0	0	0
Demotion Demotion	0 (,	Ŭ		-	0	0	0	0	0
Reprimand	0 (7	, 0	Ŭ			0	0	0	0	0
Suspension			0	0			0	0	0	0	0
Removal	0 0		0	0	0		0	0	0	0	0
Disciplinary Warning		0) 0			-	0	0	0	0	0
Duty Hours Evaluation/Appraisal	0 (0				0	0	0	0	0
	0 0						0	0	0	0	0
Examination/Test	0 (0	0	0	U	0	0	0	0	0	0
Harassment Neg Council				0	0	4	1000/	0	0	4	1000/
Horr Sexual	0 0	0	0				100%	0	0	1	100%
Sexual	0 (0	, U	~	-	~	0	0	0	0	0
Medical Examination	0 (0	<u>' </u>	Ŭ			0	0	0	0	0
Pay (Including Overtime)	0 (0	Ŭ	U		100%	0	0	0	0
Promotion/Non-Selection	U U	0	0	0	0	0	0	0	U	0	0
Reassignment	0 (_	^			0	^		
Defiled	0 (0 0	<u>, </u>				0	0	0	0	0
Directed Describble Assemble	0 (, 0	Ŭ		0	0	0	0	0	U
Reasonable Accommodation	0) 0	0		20070	0	0	0	0	1	100%
Reinstatement	0 (0	0	0	ŭ.	-	0	0	0	0	0
Religious Accommodation	0 () 0	0				0	1 0	0	0	0
Retirement	0 (0	0				0	0	0	0	0
Sex-Stereotyping	U (0	0	0	· ·		0	1 0	0	0	0
Telework	0 (0	0	0	0		0	0	0	0	0
Termination	0 (0	0	0	ŭ		0	0	0	0	0
Terms/Conditions of Employment	0 (0	0	Ŭ	-		100%	0	0	0	0
Time and Attendance	0 (0	<u>' </u>				0	0	0	0	0
Training	0 (0	Ü		-		0	0	0	0	0
Other	0 (0	0	0	0	0	0	0	0	0	0